DEPARTMENT OF NATIONAL DEFENCE
CANADA

DIRECTOR GENERAL MILITARY PERSONNEL
DIRECTORATE OF PERSONNEL POLICY
&
OPERATIONAL RESEARCH DIVISION
PERSONNEL OPERATIONAL RESEARCH TEAM

RESEARCH NOTE 9708

# FEMALE ATTRITION FROM THE REGULAR FORCE OF THE CANADIAN FORCES (1989 - 1996)

by

L. Tanner

OCTOBER 1997

OTTAWA, ONTARIO

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OTTAWA, ONTARIO OCTOBER 1997

## ABSTRACT

This research note provides a brief synopsis of the trends in Regular Force attrition since 1989, when a Canadian Human Rights Tribunal ordered the Canadian Forces (CF) to remove all restrictions on the employment of women. The national economic conditions plus the downsizing efforts of the CF have influenced attrition patterns of both female and male members over the period. However, female attrition rates have been generally higher than those observed for men. This should be of some concern as the CF is trying to increase female representation, particularly in the non-traditional occupations.



## RÉSUMÉ

Cette note de recherche a pour objet de fournir un bref exposé des tendances relatives à l'attrition dans la Force régulière depuis que le Tribunal canadien des droits de la personne en 1989 a ordonné aux Forces canadiennes (FC) de lever toutes restrictions concernant l'emploi des femmes. Aussi, les perspectives économiques en plus des efforts de réduction des effectifs ont influé sur les tendances d'attrition des femmes et des hommes au cours de cette période. Toutefois, les taux d'attrition ont été généralement plus élevés que ceux des hommes. Cette situation devrait causer certain soucis au moment ou les Forces canadiennes (FC) déploient des efforts pour augmenter la représentation des femmes, particulièrement dans les emplois non traditionnels.

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# FEMALE ATTRITION
# FROM THE REGULAR FORCE OF THE CANADIAN FORCES
# (1989 - 1996)

## INTRODUCTION

1. The attrition patterns of both women and men in the Canadian Forces (CF) have changed since the early 1990's, which can be mostly attributed to such factors as the military's downsizing programs and the country's economic conditions. This paper is a synopsis of attrition from the Regular Force since 1989, with the purpose of providing an overview of the historical trends observed for female and male members. This work will be used as part of a more comprehensive gender analysis of attrition from the CF and its impact on the CF's efforts to achieve full gender integration.

## METHODOLOGY

2. The data used to analyze the historical trends in Regular Force attrition were extracted from the Military Personnel Information System (MPIS) database, and included all types of attrition, both voluntary and involuntary. The extractions were based on the calendar year for commonality with other analyses conducted on gender integration in the CF (References 1, 2). To gain a historical perspective, release data since 1989 were collected, broken down by gender and military occupation (MOC). The year 1989 was chosen as a benchmark to correspond with a 1989 Canadian Human Rights Tribunal which ordered the CF to become fully gender integrated within ten years. This analysis concentrates on the Regular Force exclusively and does not include attrition from the Reserve component of the CF.

## OVERVIEW

3. As shown in Figure 1 and summarized in Table I, the overall attrition rates[1] of women and men in the Regular Force have followed roughly similar patterns, differing only by a year or two. With worsening economic conditions, a decreasing number of people left the Regular Force between 1989 and the early 1990's. Consequently, the attrition rates of both women and men fell during this period. This trend may have continued longer into the recession if it were not for the Force Reduction Programs (FRPs), which were introduced in 1992 for non-commissioned members (NCMs) and in 1994 for officers, and continued until 1996. Subsequently, the attrition rates of women and men have been increasing over the last few years. Because of the type of occupations which were targeted by the FRP, the increase began in 1992 for men but not until 1994 for women. (A list of the MOCs which were targeted by each of the FRPs is contained in Annex A.)

4. With the exception of the period between 1993 and 1994, the female attrition rate has been higher than that for men. Average attrition rates for the eight year period reflect this trend, at 8.8% for women and 8.2% for men. Although the average attrition rates look quite similar, the difference was found to be statistically significant at the 0.05 level using a significance test for the difference of proportions.

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1 Attrition rates are calculated by dividing the number who leave the CF during a given year by the total strength at the beginning of that year.

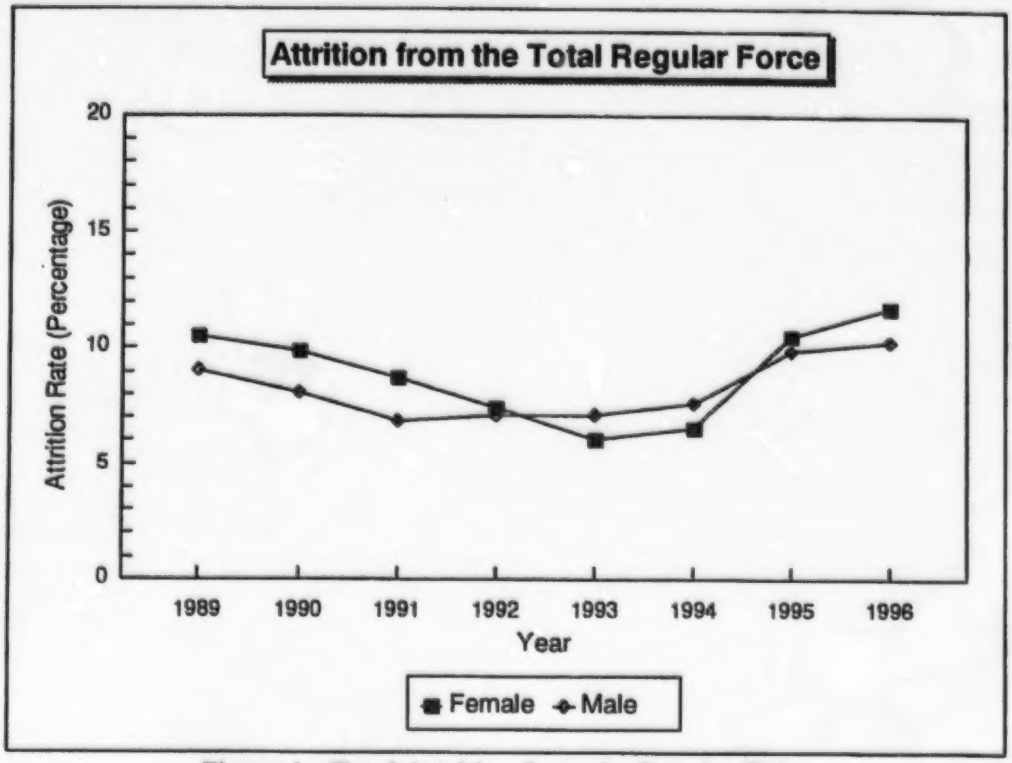


**Figure 1: Total Attrition from the Regular Force**

**Table I: Summary of Total Regular Force Attrition**

| | 1989 | 1996 | AVERAGE RATE |
|---|---|---|---|
| FEMALE | 10.6% | 11.7% | 8.8%* |
| MALE | 9.1% | 10.3% | 8.2%* |
| TOTAL | 9.2% | 10.4% | 8.2% |

* Average attrition rates for women and men found to be significantly different at the 0.05 level.

5. **Total Officer Population** The attrition rates of both female and male officers decreased between 1989 and 1993, with the two rates beginning to converge. However, with the introduction of the officer FRP in 1994, the number of releases began to increase, resulting in an increase in the attrition rates of both genders. As shown in Figure 2 and summarized in Table II, the attrition rate of Regular Force female officers has been generally higher than that of male officers since 1989. This trend is reflected in the average attrition rates for the period, at 10.1% for women and 8.1% for men. With such a substantial gap, it is not surprising that the difference in average attrition rates was found to be statistically significant at the 0.05 level.

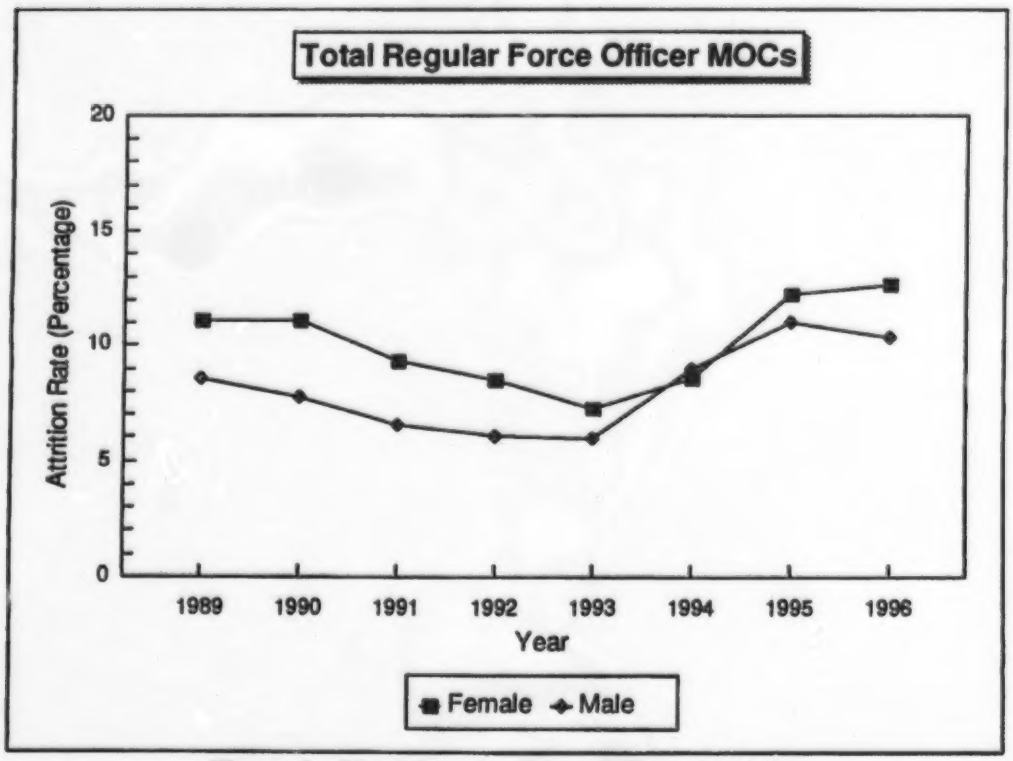


**Figure 2: Total Regular Force Officer Attrition**

**Table II: Summary of Total Regular Force Officer Attrition**

| | 1989 | 1996 | AVERAGE RATE |
|---|---|---|---|
| **FEMALE** | 11.1% | 12.7% | 10.1%* |
| **MALE** | 8.5% | 10.4% | 8.1%* |
| **TOTAL** | 8.8% | 10.6% | 8.3% |

* Average attrition rates for women and men found to be significantly different at the 0.05 level.

6. **Officer MOC Groups** In almost all of the four Regular Force officer MOC groups, the attrition rates of both women and men generally decreased between 1989 and 1993 and then began to increase with the introduction of the officer FRP in 1994. (A list of Regular Force occupations in the four types of officer MOC groups used in this analysis is found in Annex B.) As shown in Figure 3, the exception to this trend is the Medical/Dental MOC group, where the male attrition rate has been increasing since 1992. It could be supposed that certain occupations in this particular group, for example the Medical Officer occupation, are less influenced by external economic conditions.

7. The officer FRPs between 1994 and 1996 had a dramatic effect on the attrition rates of both women and men in all MOC groups except the Operational group. The officer FRPs had very specific eligibility criteria based on rank and years of service. Generally FRP releases were available primarily to those in the senior ranks (e.g. Major or above) and/or those with longer periods of service. Hence very few women in the Operational MOC group were eligible for an FRP because few have been serving for long periods and/or have attained senior ranks. Consequently the female attrition rate for this MOC group has not experienced a substantial increase over the last few years.

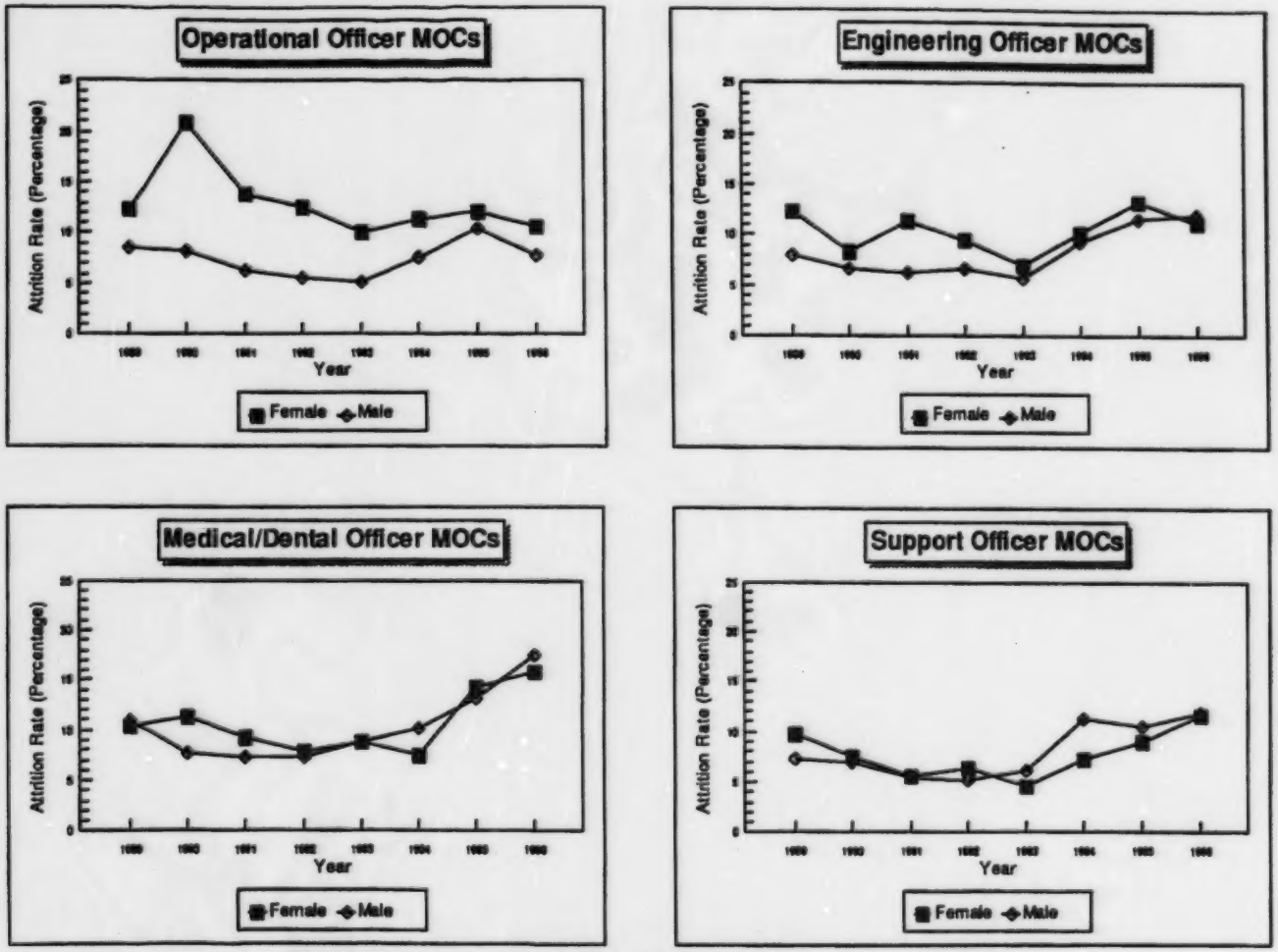


**Figure 3: Attrition from Regular Force Officer MOC Groups**

8. As previously shown in Figure 3 and summarized below in Table III, attrition rates have been generally higher for female officers than male officers in all of the MOC groups. The largest difference between attrition rates of women and men has occurred in the Operational MOC group, where the female attrition rate has been substantially higher than the male attrition rate. Notably, the Operational MOC group has the highest average attrition rate for female officers, while it has the lowest average attrition rate for male officers. In comparison, the average attrition rates of women and men in the Medical and Dental and the Support MOC groups have been very similar. Based on a significance test for the difference of proportions, it was found that the average attrition rates of women and men in the Operational and Engineering MOC groups are significantly different while the average attrition rates of those in the Medical/Dental and Support MOC groups are not. (A table highlighting the trends in attrition from each of the individual officer MOCs is contained in Annex C.)

**Table III: Summary of Regular Force Officer Attrition by MOC Group**

| MOC GROUP | GENDER | 1989 | 1996 | AVG RATE |
|---|---|---|---|---|
| OPERATIONAL | FEMALE | 12.4% | 10.6% | 12.8%* |
| | MALE | 8.5% | 7.9% | 7.4%* |
| | TOTAL | 8.6% | 8.0% | 7.6% |
| ENGINEERING | FEMALE | 12.4% | 11.3% | 10.4%* |
| | MALE | 8.1% | 12.0% | 8.1%* |
| | TOTAL | 8.3% | 11.9% | 8.3% |
| MEDICAL/ DENTAL | FEMALE | 10.3% | 15.9% | 10.4% |
| | MALE | 11.0% | 17.5% | 10.1% |
| | TOTAL | 10.7% | 16.9% | 10.2% |
| SUPPORT | FEMALE | 9.7% | 11.7% | 7.7% |
| | MALE | 7.2% | 11.9% | 7.9% |
| | TOTAL | 7.6% | 11.8% | 7.8% |

* Average attrition rates for women and men found to be significantly different at the 0.05 level.

9. **Monitored Officer MOCs** As part of the Canadian Human Rights Commission (CHRC) audit of gender integration in the CF, selected officer MOCs have been monitored. The majority of these MOCs were to be part of the Combat Related Employment of Women (CREW) trials in the late 1980's, however these trials were subsequently cancelled by the Canadian Human Rights Tribunal in 1989 when all MOCs and areas of employment, with the exception of submarine service, were opened to women. There were originally eight monitored Regular Force officer MOCs, six of which comprised the Operational MOC group and two of which were part of the Engineering MOC group. (The monitored MOCs are identified in the MOC lists found in Annex B.) One of these monitored MOCs, MILE (MOC 45), has recently been split into two separate MOCs, so for consistency in the analysis, both of these new MOCs will be considered "monitored".

10. As shown in Figure 4 and summarized in Table IV, the attrition rates of both female and male officers in the monitored Regular Force MOCs decreased between 1989 and 1993, substantially so for women after a peak in 1990. The subsequent officer FRPs impacted primarily on men in the monitored MOCs. As eligibility for the officer FRPs was restricted in most cases to higher ranks and/or members with longer periods of service, women were virtually excluded since most of the monitored MOCs have been open to women only since 1989. Hence the attrition rate of male officers increased visibly in 1994 and 1995, while the female attrition rate increased only slightly. Attrition rates of both women and men in the monitored MOCs decreased in 1996, when fewer monitored MOCs were subject to the FRP (see Annex A).

11. The attrition rate of women in the monitored officer MOCs has been substantially higher than that of men in these occupations since 1989. This trend is reflected in the average attrition rates for the period, at 13.9% for women and 7.4% for men. The difference in average attrition rates was found to be statistically significant at the 0.05 level. This difference is even more notable when the two populations are taken into consideration, since almost all of the women who left during this period would have been junior officers with short

periods of service, while the men who left would have been distributed across a much broader range of ranks and length of service.

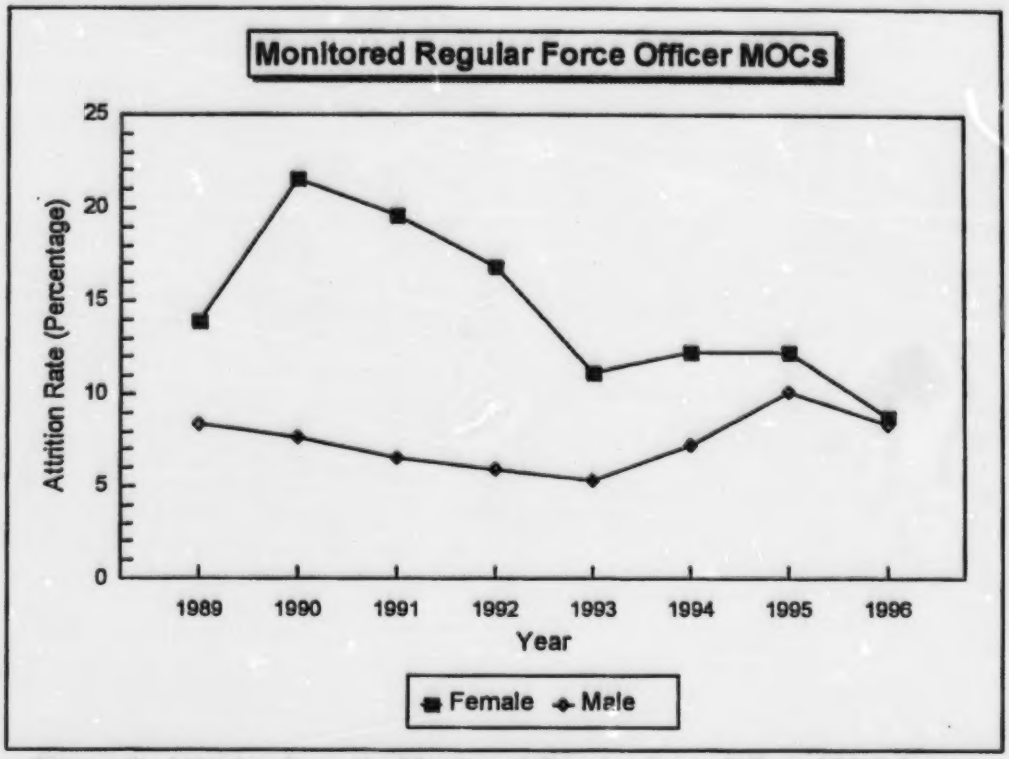


**Figure 4: Attrition from the Monitored Regular Force Officer MOC Group**

**Table IV: Summary of Monitored Regular Force Officer Attrition**

| | 1989 | 1996 | AVERAGE RATE |
|---|---|---|---|
| FEMALE | 13.8% | 8.8% | 13.9%* |
| MALE | 8.3% | 8.3% | 7.4%* |
| TOTAL | 8.4% | 8.4% | 7.6% |

* Average attrition rates for women and men found to be significantly different at the 0.05 level.

## NON-COMMISSIONED MEMBER (NCM) COMPONENT

12. **Total NCM Population** The attrition rates of both female and male NCMs in the Regular Force have also followed similar patterns over the period between 1989 and 1996, differing only by a year or two, as shown in Figure 5 and summarized in Table V. The NCM FRP, introduced in 1992, created an immediate increase in the attrition rate of male NCMs. The attrition rate of female NCMs was less affected due to the type of MOCs being targeted (see Annex A).

13. With the exception of the period between 1993 and 1994, the female NCM attrition rate has been higher than that of men. Average attrition rates for the eight year period reflect this overall trend, at 8.5% for women and 8.2% for men. Although the average attrition rates look quite similar, the difference was found to be statistically significant at the 0.05 level.

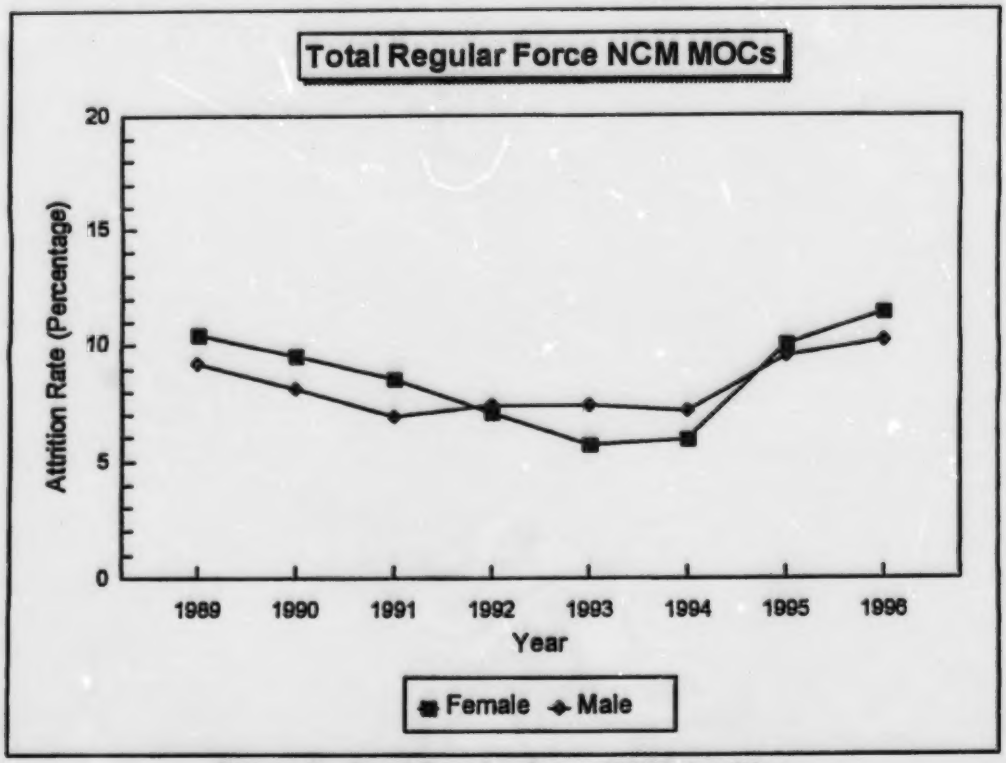


**Figure 5: Total Regular Force NCM Attrition**

**Table V: Summary of Total Regular Force NCM Attrition**

| | 1989 | 1996 | AVERAGE RATE |
|---|---|---|---|
| FEMALE | 10.4% | 11.4% | 8.5%* |
| MALE | 9.2% | 10.2% | 8.2%* |
| TOTAL | 9.3% | 10.4% | 8.2% |

* Average attrition rates for women and men found to be significantly different at the 0.05 level.

14. NCM MOC Groups As shown in Figure 6, female and male attrition rates followed similar trends in all of the eight Regular Force NCM MOC groups, with the exception of the Combat Arms and the Sea Operational/Technical (SEA OPS/TECH) MOC groups. In these two MOC groups, female attrition rate patterns were substantially higher than those of men. (A list of Regular Force occupations in the eight types of NCM MOC groups used in this analysis is found in Annex B.) The NCM FRPs, which began in 1992, have had varying effects on the attrition rates observed for the MOC groups, depending on which MOCs were targeted in a given year (see Annex A).

15. Summarized in Table VI, the highest average attrition rates of both women and men are found in the Combat Arms MOC group, followed by the SEA OPS/TECH group. The lowest average attrition rates again of both female and male NCMs are found in the Air Operational and Technical (AIR OPS/TECH), the Military Engineering and the Support and Logistics (Support/Log) MOC groups. It should also be noted that the average attrition rates of women in these MOC groups are in fact slightly lower than those of men. The differences in the average attrition rates of female and male NCMs were found to be statistically significant at the 0.05 level in all but these three MOC groups. (A table highlighting the trends in attrition from each of the individual NCM MOCs is contained in Annex C.)

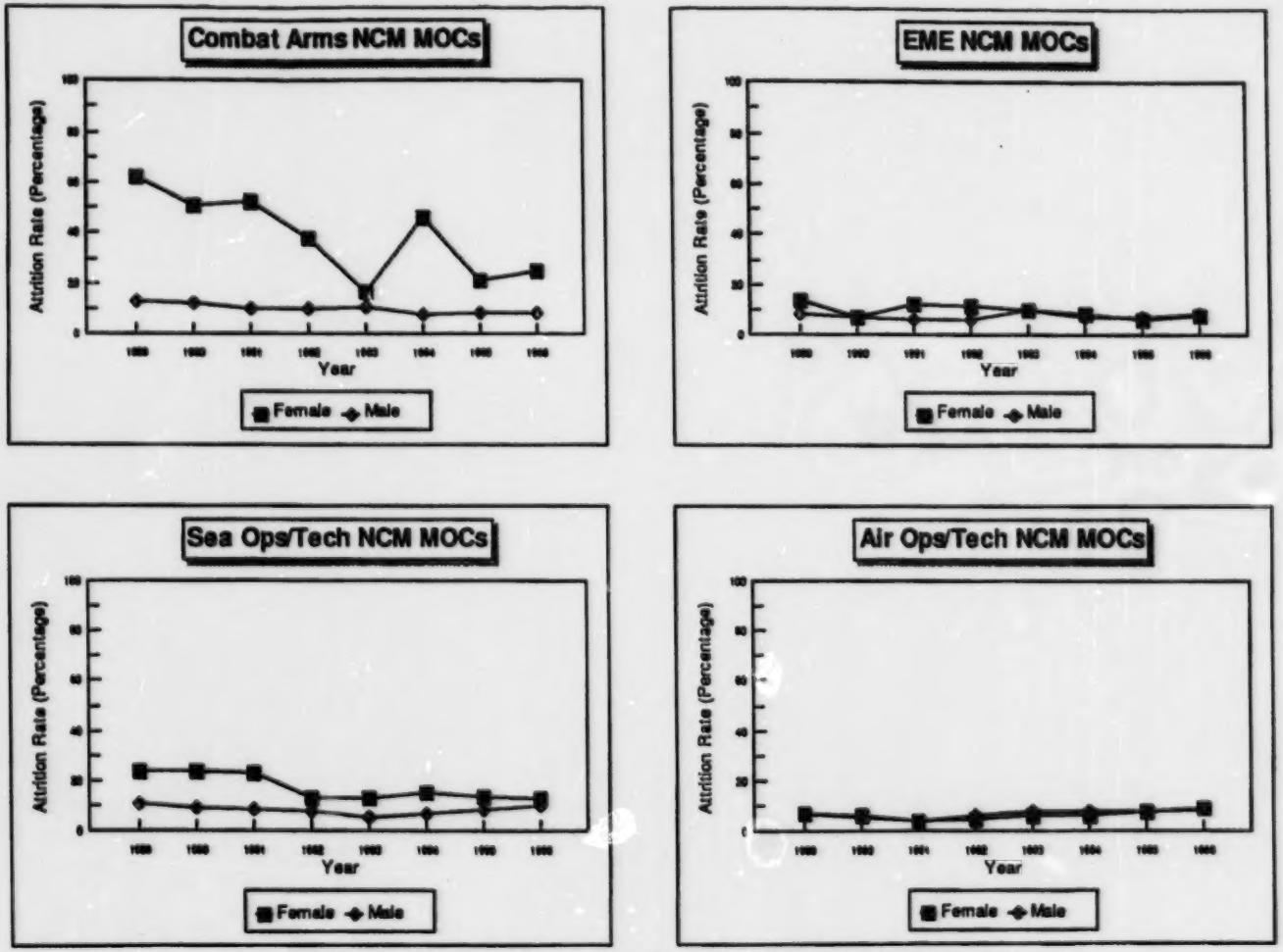


**Figure 6: Attrition from Regular Force NCM MOC Groups**

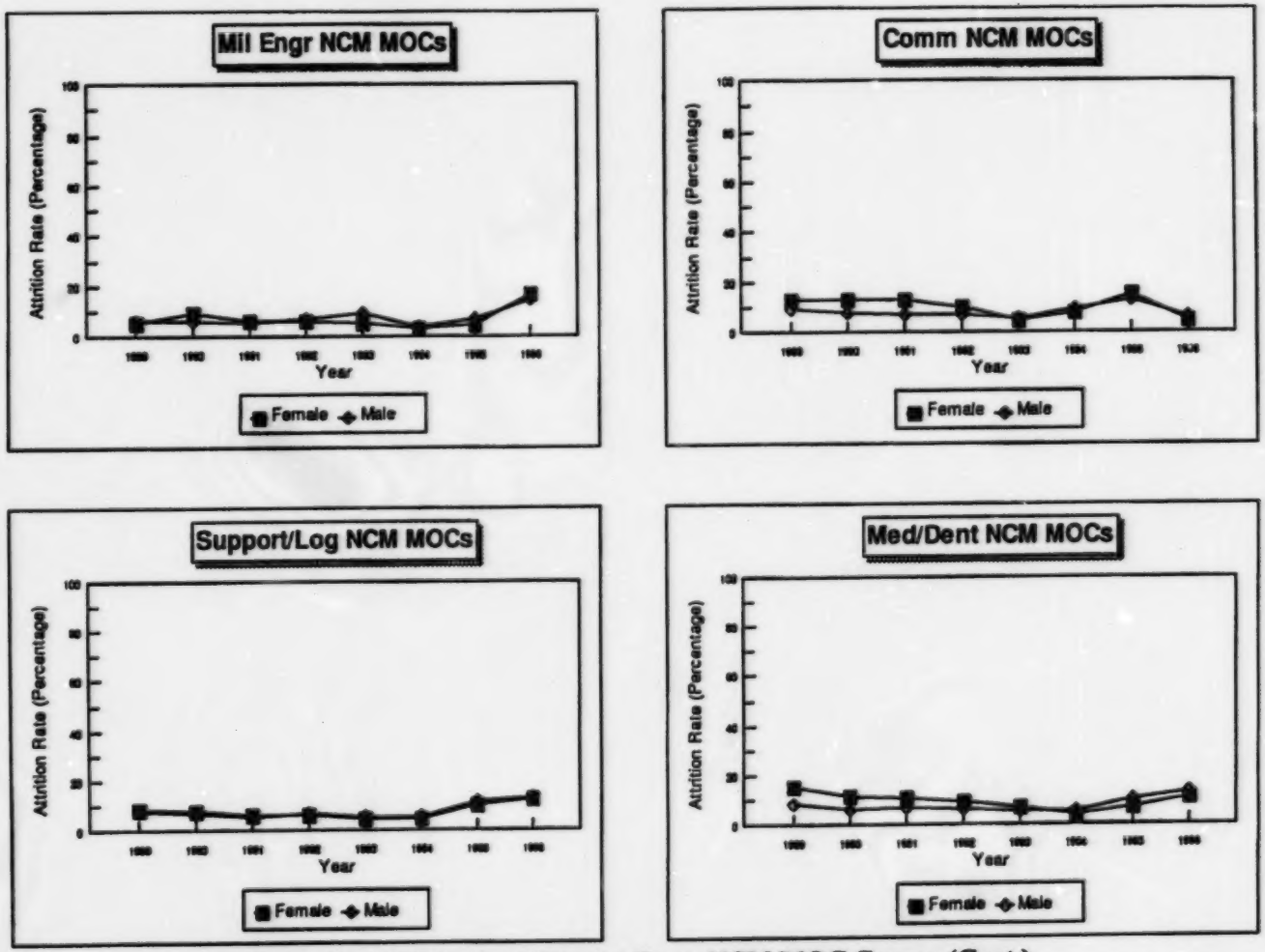


**Figure 6: Attrition from Regular Force NCM MOC Groups (Cont.)**

**Table VI: Summary of Regular Force NCM Attrition by MOC Group**

| MOC GROUP | GENDER | 1989 | 1996 | AVERAGE RATE |
|---|---|---|---|---|
| COMBAT ARMS | FEMALE | 62.5% | 25.0% | 41.8%* |
| | MALE | 12.8% | 8.7% | 10.2%* |
| | TOTAL | 13.0% | 8.8% | 10.3% |
| SEA OPS/TECH | FEMALE | 24.3% | 13.3% | 17.2%* |
| | MALE | 11.2% | 9.9% | 8.5%* |
| | TOTAL | 11.5% | 10.0% | 8.8% |
| AIR OPS/TECH | FEMALE | 7.5% | 9.8% | 6.5% |
| | MALE | 7.1% | 8.9% | 6.9% |
| | TOTAL | 7.1% | 9.0% | 6.9% |
| EME | FEMALE | 13.8% | 7.5% | 9.8%* |
| | MALE | 8.2% | 8.5% | 7.5%* |
| | TOTAL | 8.4% | 8.5% | 7.5% |
| MIL ENGR | FEMALE | 5.1% | 16.7% | 7.1% |
| | MALE | 6.2% | 14.9% | 7.3% |
| | TOTAL | 6.2% | 14.9% | 7.3% |
| COMM | FEMALE | 12.6% | 4.8% | 10.3%* |
| | MALE | 8.9% | 6.2% | 7.9%* |
| | TOTAL | 9.3% | 6.0% | 8.2% |
| SUPPORT/LOG | FEMALE | 8.7% | 12.7% | 7.6% |
| | MALE | 7.8% | 13.5% | 7.9% |
| | TOTAL | 8.0% | 13.3% | 7.8% |
| MED/DENT | FEMALE | 15.9% | 10.8% | 9.7%* |
| | MALE | 8.4% | 13.4% | 7.7%* |
| | TOTAL | 10.2% | 12.7% | 8.3% |

* Average attrition rates for women and men found to be significantly different at the 0.05 level.

16. **Monitored NCM MOCs** There are 23 monitored Regular Force NCM MOCs; five in the Combat Arms MOC group, 14 in the SEA OPS/TECH MOC group, two in the AIR OPS/TECH MOC group and two in the COMM MOC group. (Each of the monitored MOCs are identified in the MOC lists found in Annex B.) As shown in Figure 7 and summarized in Table VII, the attrition rate of male NCMs in this MOC group has changed very little over time while the attrition rate of female NCMs has fluctuated substantially. The female attrition

rate has been consistently above that of men, which is reflected in the average attrition rates, at 23.5% for women and at 9.4% for men. Not surprisingly, the difference is statistically significant at the 0.05 level. As discussed for the monitored officer MOC group, this difference is even more notable when the characteristics of the two populations are taken into consideration. Because women were admitted to most of the monitored NCM MOCs only since 1989, almost all of the women who left during this period would have been junior NCMs with short periods of service, while the men who left would have been distributed across a much broader range of ranks and length of service. Therefore, all female attrition from the monitored NCM MOC group could be characterized as "premature", whereas some male attrition would be due to scheduled retirement.

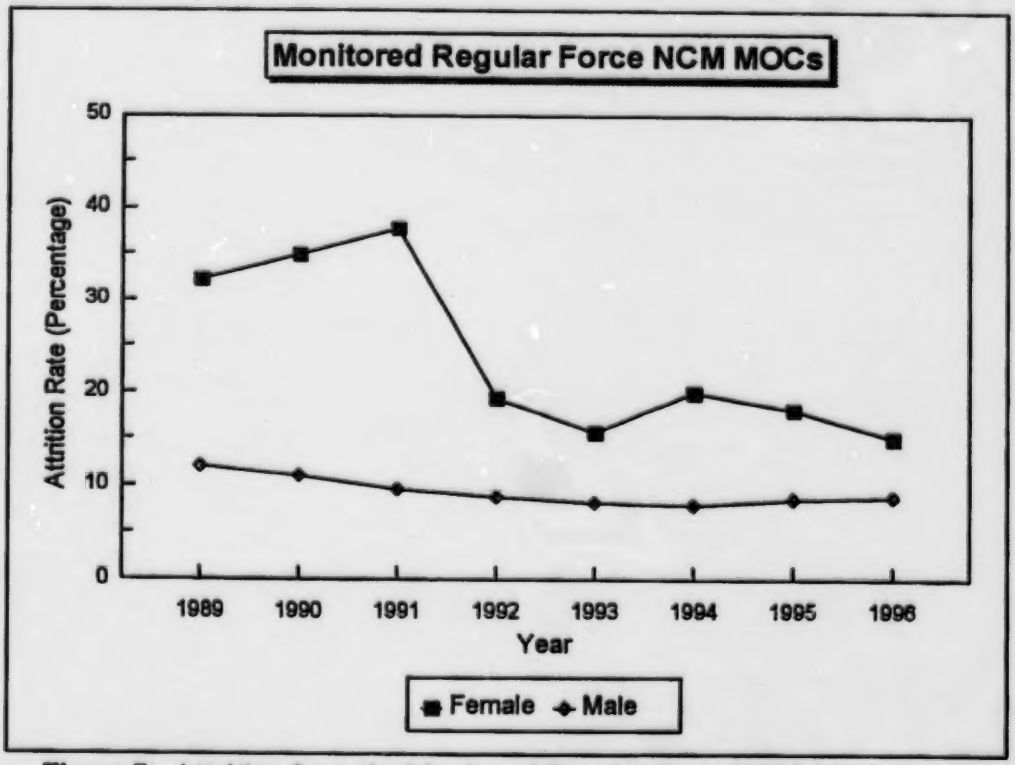


**Figure 7: Attrition from the Monitored Regular Force NCM MOC Group**

**Table VII: Summary of Monitored Regular Force NCM Attrition**

| | 1989 | 1996 | AVERAGE RATE |
|---|---|---|---|
| FEMALE | 32.1% | 15.0% | 23.5%* |
| MALE | 11.9% | 8.7% | 9.4%* |
| TOTAL | 12.1% | 8.8% | 9.6% |

* Average attrition rates for women and men found to be significantly different at the 0.05 level.

## DISCUSSION & CONCLUSIONS

17. Attrition from the Regular Force since 1989 has been affected by a number of factors, including the recession during the late 1980's and the early 1990's and the Force Reduction Programs which began in 1992 for NCMs and in 1994 for officers. Both female and male attrition patterns have been affected by these factors.

18. Comparing female and male attrition patterns, it has been observed in this analysis that female attrition rates have generally been higher than those of men, substantially so in the non-traditional MOC groups for women. In areas where women have been employed for a relatively long period, gender differences in attrition rates are quite modest and in some cases non-significant. In newly opened areas, which includes most of the monitored MOCs, attrition is consistently higher for female members, indeed in many MOCs more than twice that of their male counterparts.

19. The reasons for these different patterns across traditional and non-traditional MOC groups cannot be determined from the analyses presented here. Possible explanations may be higher non-voluntary attrition of women in training due to the physical demands of non-traditional MOCs; higher voluntary attrition due to an arduous or inhospitable work environment; and/or an artifact of the differences in the years of service (YOS) profiles for women and men (i.e. it is know that attrition varies across YOS (Reference 3) and is relatively high in the early and later career stages). As women in non-traditional MOCs are generally

junior members with less than 10 YOS, this may account for the higher attrition within this group as compared to other MOC groups where members are distributed across all career stages.

20. Further analysis is required to account for the differences in the attrition rates of women and men, particularly in the non-traditional MOCs where these differences are most pronounced. Specific questions to be addressed include: to what extent does voluntary and involuntary attrition contribute to the observed gender differences?; are patterns of attrition across career stages similar for female and male members?; and, in the case of voluntary attrition, do reasons for leaving the CF differ? These questions will be the subject of future research, with the emphasis on those occupational areas where male and female attrition rates differ the most.

21. Retention of women in the military, particularly in the more non-traditional MOCs, is a critical factor in achieving full gender integration. As the CF approaches the 1999 deadline of the Canadian Human Rights Tribunal which ordered the CF to become fully gender integrated, it should be of some concern that women are leaving the CF at a significantly higher rate than men. If current efforts to increase the recruitment of women are to have the desired effect of raising female representation levels, they must be accompanied by actions to identify and address the causes of higher female attrition.

## REFERENCES


1. ORD Project Report 9703, "Female Participation in the Regular Force of the Canadian Forces (1989 - 1997)", by L. Tanner, April 1997

2. ORD Research Note 9702, "Female Enrolment in the Regular Force of the Canadian Forces (1989 - 1996), by L. Tanner, June 1997

3. ORAE Project Report 581, "Status of Trained Women in the Canadian Forces", by L. Tanner, April 1992

## FORCE REDUCTION PROGRAMS OF THE CANADIAN FORCES

1. As part of the Canadian Forces (CF) downsizing efforts in the early 1990's, Force Reduction Programs (FRPs) were introduced in 1992 for non-commissioned members (NCMs) and in 1994 for officers and continued until 1996. These FRPs included a compensation and benefits package for individuals in severely overborne military occupations (MOCs). These individuals could volunteer for the FRP in return for their early release from service. The following tables (Table A-I for officers and Table A-II for NCMs) list which MOCs were open to the FRPs.

**Table A-I: Regular Force Officer MOCs Open to FRP**

| MOC | FRP | | |
|---|---|---|---|
| | 1994 | 1995 | 1996 |
| 21-ARMD (M) | | | |
| 22-ARTY (M) | | X | |
| 23-INF (M) | | | |
| 24-ENGR (M) | | | |
| 31-ANAV (M) | | X | |
| 32-PLT (M) | X | X | X |
| 41-AERE | X | X | X |
| 42-CELE | | X | |
| 43-EME | X | X | X |
| 44-MARE (M) | X | | X |
| 45-MILE (M) | | | |
| 46-AF ENGR (M) | | | X |
| 48-HCA | | | X |
| 49-PHYSIO | | | X |
| 51-DENT | X | | X |
| 52-DAO | | X | X |
| 53-PE&R | X | X | X |
| 54-PHARM | | | X |
| 55-MED | | | X |
| 56-MAO | | X | X |
| 57-NURS | | X | X |
| 58-SOCW | X | X | X |
| 59-PA(RC) | | | |
| 61-CHAP(P) | | | X |
| 62-CHAP(RC) | | | |
| 63-ATC | X | X | X |
| 64-AWC | X | X | X |
| 65-FLE | X | | X |
| 66-PAFF | | | |
| 67-LEG | | | |
| 68-PADM | X | | X |
| 69-LOG | X | X | X |

(M denotes "monitored" MOC.)

**Table A-I: Regular Force Officer MOCs Open to FRP (Cont.)**

| MOC | FRP | | |
|---|---|---|---|
| | 1994 | 1995 | 1996 |
| 71-MARS (M) | | X | X |
| 72-PSEL | | X | |
| 74-TRG DEV | | | |
| 75-MUSC | X | | |
| 76-POST | X | | X |
| 81-SECUR | | X | X |
| 82-INT | | | |

(M denotes "monitored" MOC.)

**Table A-II: Regular Force NCM MOCs Open to FRP**

| MOC | FRP | | | | |
|---|---|---|---|---|---|
| | 1992 | 1993 | 1994 | 1995 | 1996 |
| 011-CRMN (M) | | X | | | |
| 021-ARTYMN FD (M) | X | X | | | |
| 022-ARTYMN AD (M) | X | X | | X | |
| 031-INFMN (M) | | X | | | |
| 041-FD ENGR (M) | X | X | | | |
| 042-FEE OP | X | | | | |
| 052-LMN (M) | | | | | |
| 065-NW TECH (M) | | | | X | |
| 081-AES OP (M) | | | | X | |
| 091-FLT ENGR (M) | | | | X | |
| 111-INT OP | | | | | |
| 121-MET TECH | X | | | X | |
| 131-SAR TECH | X | | | | |
| 141-TOPO SVYR | | | | | |
| 151-MAP REPRO | | | | | |
| 161-AIR T CON | | | X | | |
| 171-AD TECH | | X | | X | |
| 181-BOSN (M) | | | | | |
| 191-OCEAN OP | | | | X | |
| 211-RAD OP (M) | | | X | | |
| 212-TEL OP | | | X | | X |
| 221-RAD TECH | | | X | | |
| 222-TE TECH | | | | | |
| 223-TEL TECH | | | | X | |
| 224-COMM TECH | | | | X | |
| 225-SIS TECH | | | | | |
| 226-ATIS TECH | | | | | |
| 227-LCIS TECH | | | | | |
| 231-RDR TECH | X | | X | | |
| 262-NAV SIG (M) | | | | X | |
| 273-NAC OP (M) | | | | | |
| 274-NRAD OP (M) | | | | X | |
| 275-NCI OP (M) | | | | | |
| 276-NES OP (M) | | | | | |
| 283-NE TECH A (M) | | | | | |

(M denotes "monitored" MOC.)

**Table A-II: Regular Force NCM MOCs Open to FRP (Cont.)**

| MOC | FRP | | | | |
|---|---|---|---|---|---|
| | 1992 | 1993 | 1994 | 1995 | 1996 |
| 284-NE TECH C (M) | | | | | |
| 285-NE TECH T (M) | | | | | |
| 286-NE TECH S | | | | | X |
| 291-COMM RSCH | | | X | X | X |
| 312-MARENG MECH (M) | | | | | |
| 313-MARENG TECH (M) | | | | X | |
| 314-MAR ENG ART | | | | X | |
| 321-HULL TECH (M) | X | | | | |
| 331-E TECH | | | | | X |
| 332-MAR EL (M) | | | | | |
| 341-CL DIV | | | | | |
| 342-CL DIV TECH | | | | X | |
| 411-VEH TECH | | X | | | X |
| 421-W TECH L | X | | | X | X |
| 431-EL M TECH | | X | | | |
| 432-FCT ELEC | | X | | X | |
| 433-FCT OPTR | | X | | X | |
| 435-FCS TECH L | | X | | X | |
| 441-MAT TECH | X | | | | X |
| 490-POET | | | | | |
| 511-AE TECH | X | X | X | | X |
| 512-AF TECH | X | X | X | | X |
| 513-AVN TECH | X | X | X | | X |
| 514-AVN TECH | | | | | |
| 521-IS TECH | | | X | | X |
| 524-CRS TECH | X | | X | | X |
| 525-AVS TECH | X | | X | | X |
| 526-AVS TECH | | | | | |
| 531-SS TECH | X | X | | | |
| 541-PHT TECH | X | | | | X |
| 551-IE TECH | | X | X | | X |
| 561-MTL TECH | | | | | |
| 562-MACH | X | | | | |
| 563-REF TECH | | | | | |
| 585-ACS TECH | | | | | |

(M denotes "monitored" MOC.)

**Table A-II: Regular Force NCM MOCs Open to FRP (Cont.)**

| MOC | FRP | | | | |
|---|---|---|---|---|---|
| | 1992 | 1993 | 1994 | 1995 | 1996 |
| 571-W TECH A | | | | | |
| 572-AWS TECH | | X | X | | |
| 611-CE TECH | X | X | | X | X |
| 612-STR TECH | X | | | | X |
| 613-PG FTR | X | | | | X |
| 614-ELECTN | X | | | | X |
| 615-CM TECH | X | | | | X |
| 621-RM TECH | X | | | | X |
| 622-EGS TECH | | | | | |
| 623-STAT ENG | | | | | X |
| 624-WSP TECH | | | | | |
| 625-MS TECH | | | | | |
| 631-CEP TECH | | | | | X |
| 651-FIREFTR | X | | | | X |
| 711-MED A | | | | | X |
| 713-OP RM A | | | | | X |
| 714-MLAB TECH | | | | | X |
| 715-X TECH | | | | | X |
| 716-PMED TECH | | | | | X |
| 717-AERO MED TECH | | | | | X |
| 722-DENT CL A | X | X | | | X |
| 723-DLAB TECH | | | | X | |
| 724-DE TECH | | | | X | |
| 725-DENT HYGST | | | | | X |
| 811-MP | | | | X | |
| 831-ADMIN CLK | | | | X | X |
| 841-FIN CLK | X | | | | X |
| 851-PERI | X | | | X | X |
| 861-COOK | | | | | X |
| 862-STWD | | | | | X |
| 871-MUSCN | | | X | | |
| 881-POST CLK | X | | | | X |
| 911-SUP TECH | | | | | X |
| 921-AMMO TECH | | | | | |
| 933-TFC TECH | X | | X | | X |
| 935-MSE OP | X | | | X | |

# OCCUPATIONAL GROUPS IN THE CANADIAN FORCES

## Background

1. In the gender analyses of the Canadian Forces (CF), the individual military occupations (MOCs) for Regular Force officers and non-commissioned members (NCMs) have been divided into 12 groups - four for the officer MOCs and eight for the NCM MOCs. The groups are listed below with their respective MOCs. In addition, selected MOCs are annotated as being "monitored". As part of the Canadian Human Rights Commission (CHRC) audit of gender integration in the CF, female participation in specific MOCs has been tracked. The majority of these MOCs were to be part of the Combat Related Employment of Women (CREW) Trials in the late 1980's because they had been previously closed to women. However, these trials were cancelled by the Canadian Human Rights Tribunal in 1989 when all areas of employment, with the exception of submarine service, were opened to women. Subsequently, the progress of women in these MOCs has been monitored by the CHRC as the CF moves toward the target of full gender integration by 1999.

## Officers

2. In the gender analyses of the CF, four MOC groups have been used for Regular Force officers:

a. the Operational MOC group which includes:
   i. Armoured (ARMD) - MOC 21 (monitored),
   ii. Artillery (ARTY) - MOC 22 (monitored),
   iii. Infantry (INF) - MOC 23 (monitored),

iv. Air Navigator (ANAV) - MOC 31 (monitored),

v. Pilot (PLT) - MOC 32 (monitored),

vi. Air Traffic Control (ATC) - MOC 63,

vii. Air Weapons Control (AWC) - MOC 64,

viii. Flight Engineer (FLE) - MOC 65, and

ix. Maritime Surface and Sub-Surface (MARS) - MOC 71 (monitored);

b. the Engineer MOC group which includes:

i. Engineering (ENG) - MOC 24 (monitored),

ii. Aerospace Engineering (AERE) - MOC 41,

iii. Communications and Electronic Engineering (CELE) - MOC 42,

iv. Electrical and Mechanical Engineering (EME) - MOC 43,

v. Maritime Engineering (MARE) - MOC 44 (monitored),

vi. Military Engineering (MILE) - MOC 45 (monitored), and

vii. Airfield Engineering (AF ENGR) - MOC 46 (monitored);

c. the Medical/Dental MOC group which includes:

i. Health Care Administrator (HCA) - MOC 48,

ii. Physiotherapist (PHYSIO) - MOC 49,

iii. Dental (DENT) - MOC 51,

iv. Dental Associate Officer (DAO) - MOC 52,

v. Pharmacist (PHARM) - MOC 54,

vi. Medical (MED) - MOC 55,

vii. Medical Associate Officer (MAO) - MOC 56,

viii. Nursing (NURS) - MOC 57, and

ix. Social Worker (SOCW) - MOC 58; and

d. the Support MOC group which includes:

i. Physical Education and Recreation (PE&R) - MOC 53,

ii. Pastoral Associate (Roman Catholic) (PA(RC)) - MOC 59,

iii. Chaplain (Protestant) (CHAP(P)) - MOC 61,

iv. Chaplain (Roman Catholic) (CHAP(RC)) - MOC 62,

v. Public Affairs (PAFF) - MOC 66,

vi. Legal (LEG) - MOC 67,

vii. Personnel Administration (PADM) - MOC 68,

viii. Logistics (LOG) - MOC 69,

ix. Personnel Selection (PSEL) - MOC 72,

x. Training Development (TDEV) - MOC 74,

xi. Music (MUSC) - MOC 75,

xii. Postal (POST) - MOC 76,

xiii. Security (SECUR) - MOC 81, and

xiv. Intelligence (INT) - MOC 82.

**NCMs**

3. In addition to the four MOC groups used for officers, eight MOC groups have been used for Regular Force NCMs. These groups are based roughly on the groupings used in the Projected Status Report (PSR), promulgated by the Directorate of Establishment and Personnel Requirements (DEPR):

a. the Combat Arms MOC group which includes:

i. Crewman (CRMN) - MOC 011 (monitored),

ii. Artilleryman Field (ARTYMN FD) - MOC 021 (monitored),

iii. Artilleryman Air Defence (ARTYMN AD) - MOC 022 (monitored),

iv. Infantryman (INFMN) - MOC 031 (monitored),

v. Field Engineer (FD ENGR) - MOC 041 (monitored), and

vi. Field Engineer Equipment Operator (FEE OP) - MOC 042;

b. the Sea Operational/Technical MOC group which includes:

i. Naval Weapons Technician (NW TECH) - MOC 065 (monitored),

ii. Boatswain (BOSN) - MOC 181 (monitored),

iii. Oceanographic Operator (OCEAN OP) - MOC 191,

iv. Naval Signalman (NAV SIG) - MOC 262 (monitored),

v. Naval Acoustics Operator (NAC OP) - MOC 273 (monitored),

vi. Naval Radio Operator (NRAD OP) - MOC 274 (monitored),

vii. Naval Combat Information Operator (NCI OP) - MOC 275 (monitored),

viii. Naval Electronic Sensor Operator (NES OP) - MOC 276 (monitored),

ix. Naval Electronic Technician (Acoustics) (NE TECH A) - MOC 283 (monitored),

x. Naval Electronic Technician (Communications) (NE TECH C) - MOC 284 (monitored),

xi. Naval Electronic Technician (Tactician) (NE TECH T) - MOC 285 (monitored),

xii. Naval Electronic Technician (Systems) (NE TECH S) - MOC 286,

xiii. Marine Engineer Mechanic (MAR ENG MECH) - MOC 312 (monitored),

xiv. Marine Engineer Technician (MAR ENG TECH) - MOC 313 (monitored),

xv. Marine Engineer Artificer (MAR ENG ART) - MOC 314,

xvi. Hull Technician (HULL TECH) - MOC 321 (monitored),

xvii. Electrical Technician (ELEC TECH) - MOC 331,

xviii. Marine Electrician (MAR EL) - MOC 332 (monitored),

xix. Clearance Diver (CL DIV) - MOC 341, and

xx. Clearance Diver Technician (CL DIV TECH) - MOC 342;

c. the Air Operational/Technical MOC group which includes:

i. Airborne Electronic Sensor Operator (AES OP) - MOC 081 (monitored),

ii. Flight Engineer (FLT ENGR) - MOC 091 (monitored),

iii. Meteorological Technician (MET TECH) - MOC 121,

iv. Search and Rescue Technician (SAR TECH) - MOC 131,

v. Air Traffic Controller (AIR T CON) - MOC 161,

vi. Air Defence Technician (AD TECH) - MOC 171,

vii. Aero-Engine Technician (AE TECH) - MOC 511,

viii. Airframe Technician (AF TECH) - MOC 512,

ix. Aviation Technician (AVN TECH) - MOC 513,

x. Aviation Technician (AVN TECH) - MOC 514,

xi. Integral Systems Technician (IS TECH) - MOC 521,

xii. Communications and Radar Systems Technician (CRS TECH) - MOC 524,

xiii. Avionics Technician (AVS TECH) - MOC 525,

xiv. Avionics Technician (AVS TECH) - MOC 526,

xv. Safety Systems Technician (SS TECH) - MOC 531,

xvi. Photographic Technician (PHT TECH) - MOC 541,

xvii. Instrument Electrical Technician (IE TECH) - MOC 551,

xviii. Metals Technician (MTL TECH) - MOC 561,

xix. Machinist (MACH) - MOC 562,

xx. Refinisher Technician (REF TECH) - MOC 563,

xxi. Aircraft Structures Technician (ACS TECH) - MOC 565,

xxii. Weapons Technician (Air) (W TECH A) - MOC 571, and

xxiii. Air Weapons Technician (AWS TECH) - MOC 572;

d. the Electrical and Mechanical Engineering MOC group which includes:

i. Vehicle Technician (VEH TECH) - MOC 411,

ii. Weapons Technician (W TECH L) - MOC 421,

iii. Electro-Mechanical Technician (EL M TECH) - MOC 431,

iv. Fire Control Technician (Electronic) (FCT (ELEC)) - MOC 432,

v. Fire Control Technician (Optronic) (FCT(OPT)) - MOC 433,

vi. Fire Control System Technician (Land) (FCS TECH) - MOC 435, and

vii. Materials Technician (MAT TECH) - MOC 441;

e. the Military Engineers MOC group which includes:

i. Topographical Surveyor (TOPO SVYR) - MOC 141,

ii. Map Reproduction Technician (MAP REPRO TECH) - MOC 151,

iii. Construction Engineering Technician (CE TECH) - MOC 611,

iv. Structures Technician (STR TECH) - MOC 612,

v. Plumber Gas Fitter (PG FTR) - MOC 613,

vi. Electrician (ELECTN) - MOC 614,

vii. Construction and Maintenance Technician (CM TECH) - MOC 615,

viii. Refrigeration and Mechanical Technician (RM TECH) - MOC 621,

ix. Electrical Generating Systems Technician (EGS TECH) - MOC 622,

x. Stationary Engineer (STAT ENGR) - MOC 623,

xi. Water Sanitation and POL Technician (WSP TECH) - MOC 624,

xii. Mechanical Systems Technician (MS TECH) - MOC 625,

xiii. Construction Engineering Procedures Technician (CEP TECH) - MOC 631, and

xiv. Firefighter (FIREFTR) - MOC 651;

f. the Communications MOC group which includes:

i. Lineman (LMN) - MOC 052 (monitored),

ii. Radio Operator (RAD OP) - MOC 211 (monitored),

iii. Teletype Operator (TEL OP) - MOC 212,

iv. Radio Technician (RAD TECH) - MOC 221,

v. Terminal Equipment Technician (TE TECH) - MOC 222,

vi. Teletype and Cypher Technician (TEL TECH) - MOC 223,

vii. Communications Technician (COMM TECH) - MOC 224,

viii. Strategic Information System Technician (SIS TECH) - MOC 225,

ix. Aerospace Telecommunication & Information System Technician (ATIS TECH) - MOC 226,

x. Land Communication Information System (LCIS TECH) - MOC 227,

xi. Radar Technician (RDR TECH) - MOC 231,

xii. Communications Research (COMM RSCH) - MOC 291, and

xiii. Performance Oriented Electronic Training (POET) - MOC 490;

g. the Support/Logistics MOC group which includes:

i. Intelligence Operator (INT OP) - MOC 111,

ii. Military Police (MP) - MOC 811,

iii. Administrative Clerk (ADMIN CLK) - MOC 831,

iv. Finance Clerk (FIN CLK) - MOC 841,

v. Physical Education and Recreation Instructor (PERI) - MOC 851,

vi. Cook (COOK) - MOC 861,

vii. Steward (STWD) - MOC 862,

viii. Musician (MUSCN) - MOC 871,

ix. Postal Clerk (POST CLK) - MOC 881,

x. Supply Technician (SUP TECH) - MOC 911,

xi. Ammunition Technician (AMMO TECH) - MOC 921,

xii. Traffic Technician (TFC TECH) - MOC 933, and

xiii. Mobile Support Equipment Operator (MSE OP) - MOC 935; and

h. the Medical/Dental MOC group which includes:

i. Medical Assistant (MED A) - MOC 711,

ii. Operating Room Assistant (OP RM A) - MOC 713,

iii. Medical Laboratory Technician (MLAB TECH) - MOC 714,

iv. X-Ray Technician (X TECH) - MOC 715,

v. Preventive Medical Technician (PMED TECH) - MOC 716,

vi. Aero-Medical Technician (AERO MED TECH) - MOC 717,

vii. Dental Clinic Assistant (DENT CL A) - MOC 722,

viii. Dental Laboratory Technician (DLAB TECH) - MOC 723,

ix. Dental Equipment Technician (DE TECH) - MOC 724, and

x. Dental Hygienist (DENT HYGST) - MOC 725.

## ATTRITION FROM INDIVIDUAL OCCUPATIONS

1. Average attrition rates are provided by gender for each individual military occupation (MOC) (Table C-I for officers and Table C-II for non-commissioned members (NCMs)). The average attrition rate for each MOC is defined by the total number who left that MOC between 1989 and 1996 inclusively, divided by the sum of the total strengths of the MOC as of 1 January of each year between 1989 and 1996. The differences in average attrition rates of women and men are examined, using a significance test for the difference of proportions at the 0.05 level. The results of this test for each MOC are included, indicating whether the differences are statistically significant or not. For comparative purposes, the female representation rates based on the total strength of each individual MOC in the Regular Force as of 1 January 1989 and 1997 are also provided. Substantially higher attrition rates for women than men obviously could have a detrimental effect on increasing female representation rates. The female share of enrolment would have to be much higher than the female attrition rate to counteract such an influence.

**Table C-I: Attrition from Regular Force Officer MOCs**

| | AVERAGE ATTRITION RATE (1989-1996) | | SIGNIFICANTLY DIFFERENT | FEMALE REPRESENTATION | |
|---|---|---|---|---|---|
| MOC | FEMALE | MALE | YES/NO | 1989 | 1997 |
| 21-ARMD (M) | 21.4% | 6.8% | YES | 0.2% | 0.8% |
| 22-ARTY (M) | 20.3% | 7.6% | YES | 0.3% | 4.0% |
| 23-INF (M) | 22.5% | 6.1% | YES | 0.3% | 1.2% |
| 24-ENGR (M) | Not open | Not open | N/A | Not open | 6.9% |
| 31-ANAV (M) | 9.8% | 7.0% | YES | 2.3% | 6.7% |
| 32-PLT (M) | 11.1% | 8.3% | NO | 1.5% | 2.3% |
| 41-AERE | 10.1% | 8.9% | NO | 6.8% | 10.5% |
| 42-CELE | 9.0% | 8.1% | NO | 6.8% | 9.3% |
| 43-EME | 8.9% | 9.2% | NO | 6.0% | 6.4% |
| 44-MARE (M) | 18.9% | 7.4% | YES | 1.8% | 6.0% |
| 45-MILE (M) | 9.0% | 6.3% | YES | 5.3% | 10.0% |
| 46-AF ENGR (M) | Not open | Not open | N/A | Not open | 8.0% |
| 48-HCA | 0.0% | 9.6% | YES | Not open | 8.7% |
| 49-PHYSIO | 18.5% | 12.3% | NO | Not open | 43.5% |
| 51-DENT | 9.9% | 12.5% | NO | 13.8% | 21.5% |
| 52-DAO | 10.8% | 15.9% | NO | 11.8% | 27.3% |
| 53-PE&R | 3.3% | 9.3% | YES | 16.7% | 33.3% |
| 54-PHARM | 9.2% | 8.8% | NO | *5.4% | 53.0% |
| 55-MED | 11.6% | 10.3% | NO | 20.6% | 19.6% |
| 56-MAO | 6.2% | 7.1% | NO | 17.7% | 29.0% |
| 57-NURS | 10.6% | 6.9% | YES | 88.6% | 80.0% |
| 58-SOCW | 7.3% | 9.1% | NO | 23.8% | 35.3% |
| 59-PA(RC) | 12.5% | 7.7% | NO | 18.2% | 15.8% |
| 61-CHAP(P) | 2.1% | 6.7% | NO | 3.9% | 7.6% |
| 62-CHAP(RC) | No women | 11.9% | N/A | 0.0% | 0.0% |
| 63-ATC | 10.9% | 9.2% | NO | 15.8% | 15.9% |
| 64-AWC | 9.9% | 6.2% | YES | 12.9% | 9.0% |
| 65-FLE | No women | 9.9% | N/A | 0.0% | 0.0% |
| 66-PAFF | 11.7% | 5.3% | YES | 12.5% | 16.2% |
| 67-LEG | 4.6% | 3.6% | NO | 12.3% | 11.4% |
| 68-PADM | 6.0% | 9.0% | YES | 24.0% | 31.2% |
| 69-LOG | 8.4% | 8.2% | NO | 19.6% | 25.4% |

(M denotes "monitored" MOC.)

**Table C-I: Attrition from Regular Force Officer MOCs (Cont.)**

| | AVERAGE ATTRITION RATE (1989-1996) | | SIGNIFICANTLY DIFFERENT | FEMALE REPRESENTATION | |
|---|---|---|---|---|---|
| MOC | FEMALE | MALE | YES/NO | 1989 | 1997 |
| 71-MARS (M) | 17.1% | 7.2% | YES | 1.4% | 9.3% |
| 72-PSEL | 6.0% | 7.7% | NO | 19.5% | 33.0% |
| 74-TRG DEV | 7.7% | 6.5% | YES | 9.2% | 14.4% |
| 75-MUSC | No women | 11.3% | N/A | 0.0% | 9.1% |
| 76-POST | 0.0% | 9.1% | NO | 0.0% | 11.1% |
| 81-SECUR | 9.0% | 9.0% | NO | 8.9% | 11.6% |
| 82-INT | 3.3% | 3.8% | NO | 6.5% | 7.4% |
| TOTAL | 10.1% | 8.1% | YES | 9.3% | 11.3% |

(M denotes "monitored" MOC.)

**Table C-II: Attrition from Regular Force NCM MOCs**

| | AVERAGE ATTRITION RATE (1989-1996) | | SIGNIFICANTLY DIFFERENT | FEMALE REPRESENTATION | |
|---|---|---|---|---|---|
| MOC | FEMALE | MALE | YES/NO | 1989 | 1997 |
| 011-CRMN (M) | 39.3% | 8.0% | YES | 0.0% | 0.6% |
| 021-ARTYMN FD (M) | 33.6% | 10.0% | YES | 0.6% | 1.5% |
| 022-ARTYMN AD (M) | 34.9% | 13.0% | YES | 0.0% | 2.7% |
| 031-INFMN (M) | 70.3% | 11.0% | YES | 0.5% | 0.2% |
| 041-FD ENGR (M) | 21.1% | 9.5% | YES | 0.0% | 1.3% |
| 042-FEE OP | No women | 6.8% | N/A | 0.0% | 0.0% |
| 052-LMN (M) | 35.0% | 6.6% | YES | 0.8% | 0.9% |
| 065-NW TECH (M) | 40.7% | 8.7% | YES | 0.4% | 1.4% |
| 081-AES OP (M) | 0.0% | 5.8% | NO | 0.0% | 2.2% |
| 091-FLT ENGR (M) | 4.3% | 6.8% | NO | 1.0% | 2.6% |
| 111-INT OP | 5.3% | 4.9% | NO | 0.4% | 2.2% |
| 121-MET TECH | 20.1% | 7.4% | YES | 5.5% | 3.4% |
| 131-SAR TECH | No women | 4.5% | N/A | 0.0% | 0.0% |
| 141-TOPO SVYR | 15.0% | 4.1% | YES | 1.5% | 4.4% |
| 151-MAP REPRO | 11.1% | 5.7% | NO | 0.0% | 2.9% |
| 161-AIR T CON | 6.1% | 7.0% | NO | 19.1% | 22.2% |
| 171-AD TECH | 9.3% | 9.2% | NO | 15.3% | 18.0% |
| 181-BOSN (M) | 24.1% | 9.0% | YES | 0.5% | 2.5% |
| 191-OCEAN OP | 11.3% | 11.3% | NO | 73.3% | 55.7% |
| 211-RAD OP (M) | 18.4% | 7.9% | YES | 2.9% | 4.3% |
| 212-TEL OP | 8.1% | 8.7% | NO | 37.9% | 39.0% |
| 221-RAD TECH | 6.4% | 4.9% | NO | 10.6% | Not open |
| 222-TE TECH | 2.3% | 4.3% | NO | 9.3% | Not open |
| 223-TEL TECH | 7.2% | 5.6% | NO | 10.7% | Not open |
| 224-COMM TECH | 12.0% | 13.0% | NO | 0.3% | Not open |
| 225-SIS TECH | Not open | Not open | N/A | Not open | 9.5% |
| 226-ATIS TECH | Not open | Not open | N/A | Not open | 7.5% |
| 227-LCIS TECH | Not open | Not open | N/A | Not open | 5.4% |
| 231-RDR TECH | 7.0% | 8.3% | NO | 4.3% | Not open |
| 262-NAV SIG (M) | 20.6% | 9.6% | YES | 1.4% | 9.1% |
| 273-NAC OP (M) | 30.1% | 8.8% | YES | 1.1% | 7.3% |
| 274-NRAD OP (M) | 20.2% | 9.7% | YES | 1.4% | 8.3% |
| 275-NCI OP (M) | 20.0% | 9.2% | YES | 1.7% | 7.5% |
| 276-NES OP (M) | 32.9% | 9.5% | YES | 1.2% | 4.0% |
| 283-NE TECH A (M) | 7.9% | 7.1% | NO | 0.8% | 3.5% |

(M denotes "monitored" MOC.)

**Table C-II: Attrition from Regular Force NCM MOCs (Cont.)**

| | AVERAGE ATTRITION RATE (1989-1996) | | SIGNIFICANTLY DIFFERENT | FEMALE REPRESENTATION | |
|---|---|---|---|---|---|
| MOC | FEMALE | MALE | YES/NO | 1989 | 1997 |
| 284-NE TECH C (M) | 37.9% | 6.7% | YES | 1.3% | 1.2% |
| 285-NE TECH T (M) | 8.0% | 6.9% | NO | 1.2% | 3.2% |
| 286-NE TECH S | No women | 8.3% | N/A | 0.0% | 0.0% |
| 291-COMM RSCH | 13.7% | 8.0% | YES | 12.5% | 18.4% |
| 312-MARENG MECH (M) | 12.7% | 12.2% | NO | 0.6% | 2.6% |
| 313-MARENG TECH (M) | 8.3% | 6.8% | NO | 0.0% | 0.7% |
| 314-MAR ENG ART | No women | 8.4% | N/A | 0.0% | 0.0% |
| 321-HULL TECH (M) | 20.7% | 6.0% | YES | 0.7% | 0.8% |
| 331-E TECH | 0.0% | 5.1% | NO | 0.0% | 0.3% |
| 332-MAR EL (M) | 29.0% | 10.8% | YES | 1.4% | 2.6% |
| 341-CL DIV | No women | 4.2% | N/A | 0.0% | 0.0% |
| 342-CL DIV TECH | No women | 5.5% | N/A | 0.0% | 0.0% |
| 411-VEH TECH | 9.7% | 7.5% | NO | 2.6% | 2.2% |
| 421-W TECH L | 12.6% | 7.2% | YES | 1.8% | 1.7% |
| 431-EL M TECH | 8.3% | 8.6% | NO | 0.8% | 9.1% |
| 432-FCT ELEC | 2.6% | 7.2% | NO | 2.6% | 3.2% |
| 433-FCT OPTR | 5.3% | 6.2% | NO | 4.6% | 4.4% |
| 435-FCS TECH L | 7.1% | 9.7% | NO | 1.1% | 3.3% |
| 441-MAT TECH | 33.3% | 7.0% | YES | 0.0% | 0.4% |
| 490-POET | 23.7% | 17.3% | NO | 8.8% | Not open |
| 511-AE TECH | 5.3% | 6.2% | NO | 5.6% | 5.5% |
| 512-AF TECH | 6.7% | 5.4% | NO | 9.3% | 8.3% |
| 513-AVN TECH | 5.6% | 16.0% | NO | 0.0% | 1.5% |
| 514-AVN TECH | Not open | Not open | N/A | Not open | 9.7% |
| 521-IS TECH | 5.7% | 5.6% | NO | 10.6% | 9.7% |
| 524-CRS TECH | 5.4% | 5.6% | NO | 8.9% | 10.1% |
| 525-AVS TECH | 0.0% | 15.2% | NO | 0.0% | 2.6% |
| 526-AVS TECH | Not open | Not open | N/A | Not open | 3.7% |
| 531-SS TECH | 5.4% | 6.5% | NO | 13.0% | 13.7% |
| 541-PHT TECH | 6.3% | 7.8% | NO | 21.1% | 22.7% |
| 551-IE TECH | 6.7% | 6.6% | NO | 8.3% | 7.9% |
| 561-MTL TECH | 7.9% | 7.4% | NO | 3.5% | 3.2% |
| 562-MACH | 7.7% | 5.5% | NO | 2.3% | 1.5% |
| 563-REF TECH | 6.7% | 7.3% | NO | 0.5% | 1.3% |
| 565-ACS TECH | Not open | Not open | N/A | Not open | 9.4% |

(M denotes "monitored" MOC.)

**Table C-II: Attrition from Regular Force NCM MOCs (Cont.)**

| | AVERAGE ATTRITION RATE (1989-1996) | | SIGNIFICANTLY DIFFERENT | FEMALE REPRESENTATION | |
|---|---|---|---|---|---|
| MOC | FEMALE | MALE | YES/NO | 1989 | 1997 |
| 571-W TECH A | 0.0% | 16.0% | NO | 33.3% | Not open |
| 572-AWS TECH | 5.4% | 6.5% | NO | 9.2% | 9.4% |
| 611-CE TECH | 33.3% | 7.7% | NO | 1.1% | 0.0% |
| 612-STR TECH | No women | 6.3% | N/A | 0.0% | 0.0% |
| 613-PG FTR | 25.0% | 5.9% | NO | 0.7% | 0.0% |
| 614-ELECTN | 10.0% | 4.6% | NO | 1.3% | 0.9% |
| 615-CM TECH | No women | 10.3% | N/A | 0.0% | 0.0% |
| 621-RM TECH | 0.0% | 6.5% | NO | 1.5% | 1.5% |
| 622-EQS TECH | 6.3% | 6.5% | NO | 1.8% | 1.5% |
| 623-STAT ENG | 0.0% | 8.3% | NO | 2.3% | 2.6% |
| 624-WSP TECH | 20.0% | 5.3% | YES | 3.3% | 3.8% |
| 625-MS TECH | 0.0% | 10.6% | NO | 0.0% | 1.8% |
| 631-CEP TECH | 6.2% | 8.0% | NO | 19.8% | 24.8% |
| 651-FIREFTR | 6.7% | 7.8% | NO | 0.5% | 0.5% |
| 711-MED A | 10.0% | 6.9% | YES | 20.4% | 26.2% |
| 713-OP RM A | 5.4% | 9.5% | NO | 10.3% | 20.0% |
| 714-MLAB TECH | 7.5% | 9.6% | NO | 22.2% | 45.5% |
| 715-X TECH | 11.3% | 12.8% | NO | 23.8% | 26.5% |
| 716-PMED TECH | 10.6% | 5.9% | NO | 2.3% | 5.1% |
| 717-AERO MED TECH | No women | 7.0% | N/A | 0.0% | 0.0% |
| 722-DENT CL A | 9.3% | 8.6% | NO | 51.1% | 51.6% |
| 723-DLAB TECH | 20.0% | 15.2% | NO | 14.9% | 0.0% |
| 724-DE TECH | 4.4% | 15.9% | NO | 14.3% | 28.6% |
| 725-DENT HYGST | 7.7% | 10.8% | NO | 75.8% | 77.2% |
| 811-MP | 11.3% | 8.6% | YES | 11.4% | 10.3% |
| 831-ADMIN CLK | 7.1% | 7.9% | YES | 37.0% | 42.7% |
| 841-FIN CLK | 6.4% | 8.1% | YES | 32.2% | 38.5% |
| 851-PERI | 11.2% | 8.4% | NO | 7.3% | 5.1% |
| 861-COOK | 9.6% | 8.0% | YES | 10.8% | 12.7% |
| 862-STWD | 12.8% | 7.9% | YES | 4.9% | 8.9% |
| 871-MUSCN | 12.5% | 10.3% | NO | 12.8% | 14.7% |
| 881-POST CLK | 8.3% | 10.0% | NO | 7.2% | 12.9% |
| 911-SUP TECH | 6.9% | 6.4% | NO | 27.1% | 26.9% |
| 921-AMMO TECH | 8.2% | 6.1% | NO | 8.6% | 7.8% |
| 933-TFC TECH | 6.9% | 8.3% | NO | 15.1% | 16.9% |
| 935-MSE OP | 8.7% | 9.1% | NO | 13.2% | 12.2% |
| TOTAL | 8.5% | 8.2% | YES | 10.0% | 10.5% |

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This research note provides a brief synopsis of the trends in Regular Force attrition since 1989, when a Canadian Human Rights Tribunal ordered the Canadian Forces (CF) to remove all restrictions on the employment of women. The national economic conditions plus the downsizing efforts of the CF have influenced attrition patterns of both female and male members over the period. However, female attrition rates have been generally higher than those observed for men. This should be of some concern as the CF is trying to increase female representation, particularly in the non-traditional occupations.

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Attrition